



a Penn Central unit

SEPTEMBER, 1984

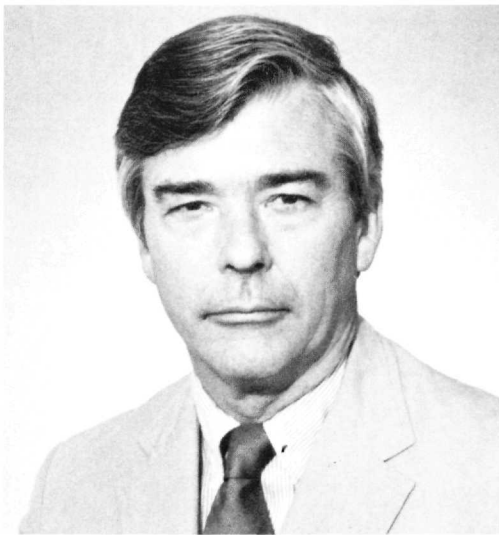
VOLUME 1 ISSUE IV
North Adams, MA

QUALITY CIRCLE RECEIVES AWARD

The QC-Informers, A Tantalum Quality Circle, have been awarded \$2688.14 for an accepted suggestion to save wet check pellets and return them to their original lots. The 13 Circle members have each received a check for \$206.78 as their share of the award. The suggestion is a prime example of the value of Quality Circle groups, demonstrating again that employees on the job are in an excellent position to come up with improvements in their work area.

Circle members are: Rolland Mineau, Walter Papiez, Judith Alibozek, Theresa Briggs, Donna Bulshey, Christine Burdick, Pauline Ellsworth, Priscilla Greenlaw, Isabelle Lyons, Sandra Mondia, Corrine Sears, Delima Vareschi and Elizabeth Vitro.

TERRY WHITE NAMED VP



Announcement of the promotion of Harold (Terry) F. White to the new position of Vice President, Human Resources was made recently by John W. Murphy, Group Vice President, Technology and Support.

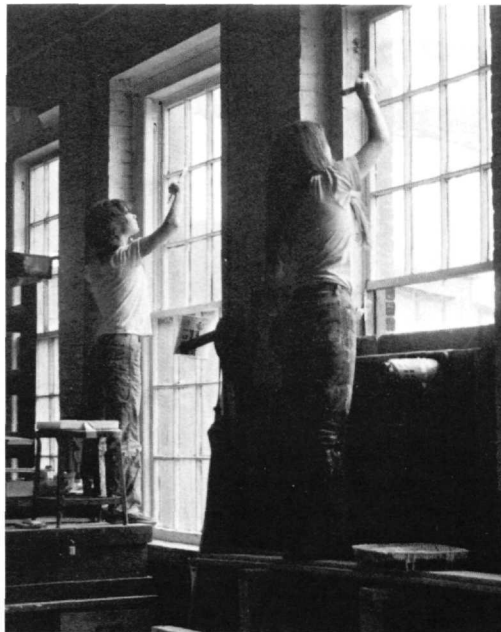
Terry joined Sprague Electric in 1960 at the Bennington Plant. He transferred to North Adams in 1964 as Production Manager of the Special Components Division on Union Street. In 1969 he transferred to Worcester as Division Controller and later moved to Concord, N.H. In 1973 he returned to North Adams as Corporate Manager, Customs Transfer and Pricing and in 1981 moved to Research and Development as Administrative and Methods Engineer. Later that same year he was named Assistant to the President, the position he held until his present promotion.

LOG

SUMMER EMPLOYEES ON THE SCENE

A total of 90 college students were hired this summer as replacements for regular employees on vacation and, in the Maintenance area, to do work that simply can never be taken care of by full-time Maintenance people. Much outside work was completed including all the windows and trim on Bldg. 13 facing the Marshall Street parking lot. For most of the young painters, it was their first time at working on a scaffolding — a task which can be somewhat intimidating. Other areas receiving attention were some halls, rest and office areas.

Less visible, but equally important, were the students in the production areas of Brown Street and Tantalum and the Sprague Products Warehouse. There they moved from job to job, as required, as replacements for those on vacation. It's always nice to have the students here and we look forward to seeing them again next year.



Kim Lillie and Melissa Daub



Chris Koczela and Tim Burdick

PRE-RETIREMENT COUNSELING

To some, the idea of retiring is terrifying. To others, it is the closest thing to heaven. Whatever your viewpoint regarding life after work, it is certain that the chances for a happy retirement are enhanced through planning which can help create a dynamic, stimulating, broadening, creative and, in general, active and satisfying life during your later years.

To help people prepare for that day, Sprague Electric is conducting a series of eight weekly seminars based on material from the American Association of Retired Persons.

Knowledgeable instructors present various topics, which deal with many concerns people should have about their future. Many of the seminar participants have lots of working years left. Actually, the AARP states that the age of 50 is a good time to start planning for retirement even if it is 15 or 20 years away.

The first session, "Planning Your Retirement,"

is an introduction or overview of the entire program. Loose-leaf binders containing booklets dealing with each session are distributed along with other related material. A brief presentation on each of the weekly topics is given by George Bateman, Director of Human Resources.

"Dynamic Fitness" emphasizes the importance of good health habits for a happier retirement. Exercise, good nutrition and moderation in all things (especially vices) is stressed. Harriet Cuyler, Physical Fitness Director at the YMCA is the session leader. Penny Noepel, the nutritionist for Adams Super Markets and a pharmacist, Allan Nassif, also participate in this session.

In "Housing Choices" Bill Boland, Director of the North Adams Housing Authority, explores the pros and cons of housing options. Should you sell your house and move to the Sun Belt, or just across town, or move at all?

"Midlife Roles" deals with changing rela-

tionships (especially spouses) and how new attitudes are important to successfully cope with a different lifestyle. Maureen Horsman, who teaches at North Adams State College, leads this stimulating session.

The question of being busy through interest and involvement in various meaningful (to you) activities is addressed in "Time in Your Life." You can't fish eight hours a day, seven days a week! Van Alcombright, a teacher of Dale Carnegie courses, handles this one.

"Legal Readiness" and "Estate Planning" are very important subjects we all should deal with. Neglecting the legal ramifications in our lives can cause us, and those we especially care about, much grief. Bob Kelley, Senior Vice President, Legal at Sprague, presents information to help us avoid this fate.

"Financial Security" (or "What You Wished You Knew Years Ago About Putting Your Money to Work for You") is conducted by financial planner, Jack Bond. Being able to afford realistic goals is a key to retirement success. Knowledgeable money handling can help achieve these goals.

Such things as Sprague pensions and insurance and Social Security are covered in "Entitlements." Ken Swiatek, Manager of the local Social Security office, Barbara Trenti, Benefits Manager at Sprague Electric, and George Bateman combine forces to review benefits, participate in discussions and respond to questions.

By the end of the eight-week program, participants have a good idea of the type of planning they should be involved in for a satisfying retirement. While there are no guarantees, we often have more opportunity than we realize to make retirement years some of the best of our lives.

Editor's Note: At present, over 231 employees and their spouses have signed up for the program. If you are 50 years of age or older and wish to participate (your spouse is invited also), send Anita Jozefiak a note expressing your interest.

FIRE SAFETY DEMONSTRATION



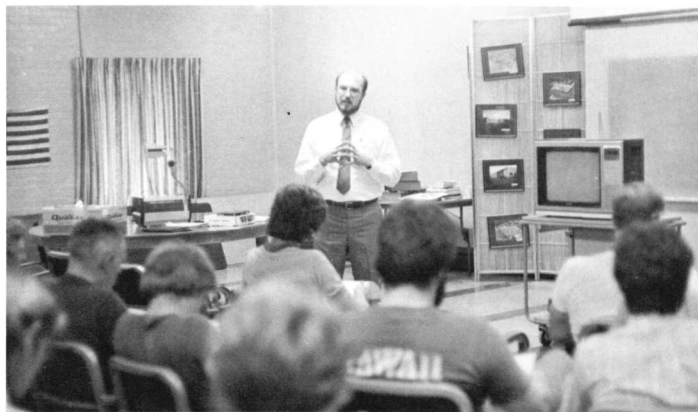
Members of the North Adams Fire Department recently conducted a fire extinguisher demonstration for members of the Tantalum Safety Committee. Each year, through the cooperation of the City Department of Public Safety, the firemen return to provide these refresher courses. Shown (L to R) are Bob Cummings, Claire Gamari and Fireman Tom Hawke.

SAFETY TRAINING PROGRAMS

John LaDue, NATLSCO Safety Consultant, recently conducted two Safety Training Programs in the Bldg. 9 Conference Room. The first session on Electrical Safety Training was attended by 26 Maintenance Electricians and Test Equipment and Engineering personnel. It featured a 27 minute film on electrical safety and also included a question and answer period.

A Forklift Truck Operators' Training Course was given for 14 Maintenance, Warehouse and Brown Street personnel. The program included a film presentation, overhead slide projections and concluded with a written test. Emphasized in the training program were vehicle inspection, proper loading, operation and hazard awareness.

Employe safety in any and all job performance is of uppermost importance at all times. Safety training programs are held to be sure that all employees are aware of possible hazards and how to avoid them.



John LaDue talks to one of the safety training groups

BREAST CANCER

About 1 out of every 13 women in the United States will develop breast cancer at some time in her life, probably between 35 and 55 years of age. In this country alone 35,000 women will die of breast cancer in one year.

Among the high risk factors related to the likelihood that a woman will develop breast cancer is: If a close relative, such as a mother, maternal grandmother, sister or maternal aunt has had this disease. Geographical or ethnic origin also plays a part in this type of cancer. Breast cancer is found most frequently in the U.S., Canada, Northern Europe and Israel. South America and Africa have a lower rate of occurrence, and China and Japan the lowest rate in the world.

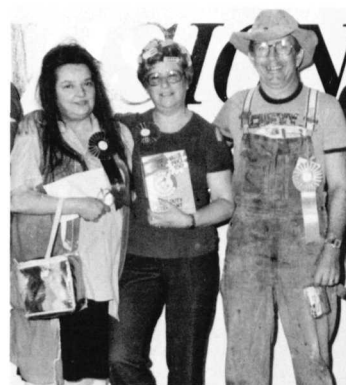
A woman's best defense against breast cancer is early detection by examining her breast thoroughly and regularly. The exam should take place once a month on or near the same date.

Only 10% of all masses found in women today are malignant. Approximately 95% of all breast cancers are first discovered by women themselves and of these 82% will be free of an evidence of the disease after five years, if discovered while still localized and treatment is instituted promptly.

If you don't know the signs and symptoms of breast cancer or how to do a self examination, you can pick up a copy of a special pamphlet at either the Brown Street or Marshall Street dispensary.

Florence Pettibone, R.N.

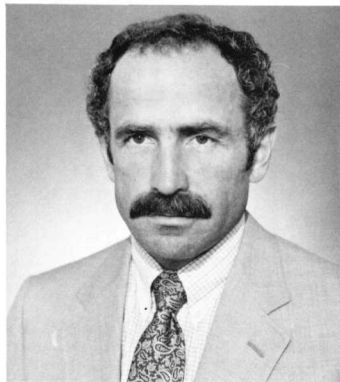
FILTERS' GRUB DAY



Peculiarly dressed individuals were out and about on Friday, July 13, as North Adams Filter Division employees observed their first annual "Grub Day." To the following individuals went the dubious honor of having been voted the "grubbiest of all." 1st place — Molly Fedotowsky, (left) Production Assembler, Module Line; 2nd place — Shirley Davis, (center) Order Entry Clerk; 3rd place — George Barone, (right) Engineering Lab Technician. Ribbons and suitable gifts were presented by General Manager, Neil Denning, at a ceremony held in the Filters' Cafeteria.

Pat Herring

FRED T. THOMPSON MOVES TO TEXAS



Fred T. Thompson has joined the Tantalum Capacitor Division as Operations Manager of the San Antonio, Texas plant. Announcement was made by Peter W. Maden, Group Vice President. In his new position Fred will be responsible for all San Antonio plant activities including manufacturing, engineering, industrial relations and quality assurance and reliability.

A seventeen year employee, Fred joined Sprague Electric in 1967 as Industrial Relations Counsel. In 1975 he was named Vice President, Corporate Relations, the position he held prior to his move to San Antonio. He is a graduate of Ottawa University and received his Juris Doctor degree from Washburn Law School. He is Vice Chairman of the Human Resources Council of the Electronic Industries Association and also active in the Industrial Relations group of the National Electrical Manufacturers Association.

UNIVERSAL LIFE INSURANCE

The Optional Life Insurance Program was introduced in the North Adams facility last month and 415 hourly employees and 92 salaried employees purchased policies. As you know, this product is a portable life insurance vehicle and is also available on your spouse, children and grandchildren. The salaried policies have already been delivered and the hourly policies will be delivered within a month. When Ashford Inc. does return to deliver the policies, there is a 10-day accept or reject period where you may keep the product or turn it in, and should there have been any payroll deductions prior to delivery of the policies, all premiums will be refunded to you via Ashford Inc. and American General should you decide not to keep the policy at that time. You have free coverage for 30 days before payroll deductions start.

A representative from Ashford Inc. who represents American General Life Insurance Company of Houston, TX will be in the plant every three months to answer any questions you may have regarding your policy and to

make any additions or deletions to your package. You may change the face amount of the life insurance once a year, subject to health questions, and you may change the amount of the premium going toward the savings side of the program on a quarterly basis. Again, these transactions will be performed when one of the Ashford Inc. agents is physically in the plant, which will be every three months. Should death occur please contact Mrs. Jackie Ashford, ASHFORD, INC., Suite 101, 1800 East Memorial Rd., Oklahoma City, OK 73131, telephone 800-654-9448. Their office will assist you in filing for the death benefits.

Anyone who was on vacation or was not eligible for the initial enrollment will be eligible to purchase this life insurance the next time the agents are in the plant delivering policies. We will advertise in our weekly LOG and let you know when the agents are here for service. Also, any employee who did not wish to buy a policy but changed their mind and wishes to buy one at some future date, may purchase a policy, however, you will be asked to fill out a short medical questionnaire to be reviewed by the life insurance company prior to issuance of the policy. Again, if you have any questions concerning your new life insurance product, please don't hesitate to call 800-654-9448.

We would appreciate any comments you may have on the enrollment presentation or the life insurance product itself. Please address these comments to the office of Barbara Trenti, Manager Benefits and Services. Barbara Trenti

SERVICE AWARDS DINNER TO BE HELD IN NOVEMBER

This year's service award dinner promises to be special in several ways. First, the service awards, themselves have been redesigned and for the first time we are able to offer each recipient a choice of award, depending on his/her length of service.

Ninety employees, including 42 who will receive their Quarter Century awards, are on the invitation list plus a number of special management guests. Scheduled for Friday night, November 9, 1984 at Taconic Park Restaurant, the activities will begin with a cocktail hour followed by a prime rib dinner and the presentation of awards. Dancing, to the music of Carlin's Orchestra featuring "The Big Band Sound", will follow the formal program. Invitations will be in the mail on October 12th. It should be a very special evening for everyone.

Twenty-five year recipients are: Robert P. Lord, George Barone, Joseph W. DeMarco, Celia S. Burdick, Karen Kornn, Larry Kupiec, Angelo Ciavarella, Stanley D. Pitkin, Richard Filiault, Robert P. Janes, Lotte M. Meyer, Robert R. Warriner, John P. Hebert Jr., William J. Pfister, Dr. John L. Sprague, Alfred Whitman, David H. Peth, Mary Ann Hish, Donald Christiansen, Edward I. Bassi, Ruth J. Graziola, Herbert Rice, H.G. Remington Jr., C.H. Tompkins Jr., Raynor Linzey, Gudrun Hutchins, Earl Frederick, Peter F. Esposito, Donald E. Bunting, Charles Goddard, Orrin E. Hall, Vittor B. Milesi, William S. Meiklejohn, Harold S. Bohl, Robert F. Daub, Edward G. Clark, George Morse, Richard J. Szurek, Frank

DeMarsico, Simon Ulcickas Jr., Rita DeMarco and Dorothy Blake.

Thirty year recipients are: John A. Boulger, George Raymond Jr., Dr. Walter J. Bernard, Kenneth B. Meyer, Stanley P. Szpak, Dr. George A. Shinn, Richard Vanasse, Louis Scalise, David H. Simonds, Joseph H. Silveira, Milton Sprague, Lloyd R. Sanders, Archibald D. Wilson, Henry Felix, Ernest Johnson, Clayton Bryant, Rudolf Graf and Alfred Bourassa.

Thirty-five year recipients include Evelyn Luczynski, Victoria Zoltak, Melvin Tierman, George LeSage, Alfred Z. Bourdon, William Burdick, Thomas P. Hurley, Leopold Laliberte, Rose LeBeau, Juliette Tash, Lillian Trimarchi, Asife Samia, Zita Pedrin, Dorothy Farinon, Jeannette Boucher, Frances L. Miles, Roselyn Vincelette, Cecilia J. Mikuszewski, Barbara Campedelli, Olga Lic, Evelyn Gooch and John Shaw.

Forty year recipients are Ernest Gregory, Allan E. McLain, Alice Beer, Thaddeus Dudziak, Howard Chilson and Marguerite LaCasse. Helen Daniels will receive an award for forty-five years, and David Pupolo, who is retired, will receive an award for fifty years of service.

SPRAGUE AUTHOR WINS AWARD

Few at Sprague Electric are aware that we have a renown fiction writer in our midst in the guise of engineer Andrew (Andy) Dequasie of R & D. Writing is a hobby for him but his talent has been recognized by the Western Writers of America and they recently awarded him their "Medicine Pipe Bearer's Award" for the "best first Western novel in 1983". The trophy, a hand carved medicine pipe adorned with turquoise, feathers and horsehair, is said to bring good fortune to the bearer.

Andy's book entitled "Thirsty" is about an Idaho gold mining town. He adapted the book from people he had observed in his boyhood in West Virginia and transplanted them to the Western setting. The book includes typical Western characters such as "Doc" with a heart of gold, a gun slinging sheriff, a madam, a Bible pounding reverend, a dirt farmer, a philosophical bartender, a smart gambler, his dumb henchmen and an educated Indian.

The Walker Publishing Company is the publisher and, if interested, a bookstore will order it for you.



Andy Dequasie with "pipe" award.

NORTH ADAMS LOGMarion H. Manion, *Editor**Assistant Editors*George H. Bateman
Robert J. DiodatiDonald J. Boyer
Walter D. Wood

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LOG

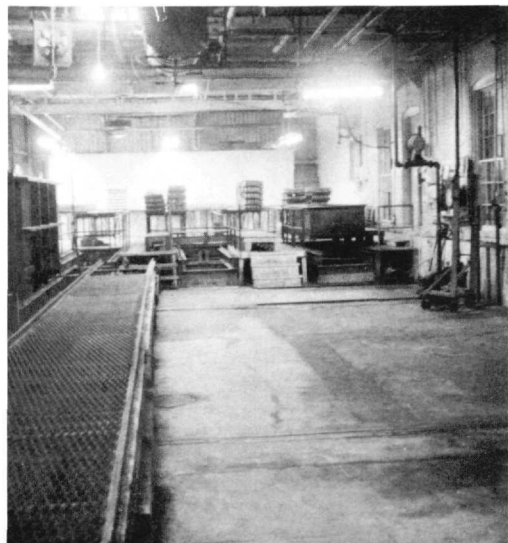
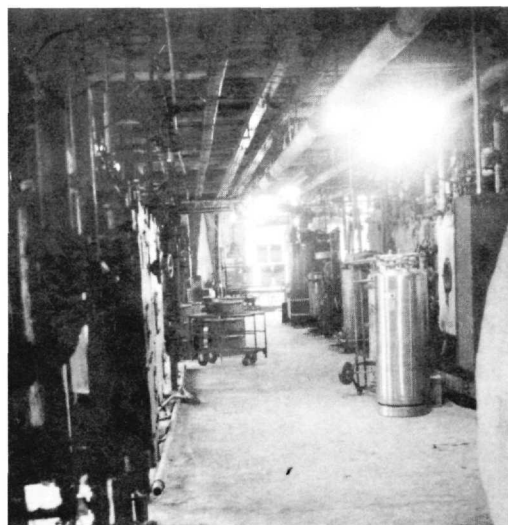
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BROWN STREET RENOVATIONS

Major renovations are beginning to take place at Brown Street as work is started to provide room for a receiving, warehouse and shipping area. These facilities, currently housed at Marshall Street, will be moved to Brown Street once the work is completed.

Because of the bulky nature of many materials used, a large area will be required. Building 4, known as the KVA Building, presently contains several very large impregnation tanks which are no longer used. These will be removed along with a large quantity of piping and wiring. A shipping dock is to be constructed to accommodate the trucks which will be needed to deliver and ship the product. Relocation of some production operations to other areas of the plant is also included in the plans. When in place, all of these moves will allow a more efficient operation of the Brown Street facility.

Future plans include construction of a Brown Street Boilerhouse to economize in that important area. The Marshall Street Boilerhouse currently provides these services for Brown Street.



LOUIS F. THERRIEN
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NORTH ADAMS MA 01247

MURAL DECORATES WALL IN FILTER DIVISION

People passing through the main Filter Division hallway are greeted by a delightful sight, a wall-size mural of a beautiful fall scene. It was designed and executed by Suzanne Little-Stefanik, who works in the Graphic Arts section of Advertising. She spent about twenty hours of her own time on the project.

Suzanne has been involved in artistic endeavors for most of her life. She began art lessons at age thirteen, graduated from Berkshire Community College with an Associate Degree in Visual Arts, and has taken various courses since that time. In addition to her full-time job here at Sprague Electric, Suzanne also does free-lance work both for commercial concerns and individuals ranging from layouts to oil paintings.

If you haven't been in the Filter Division for a while, do take a walk over; you'll be in for a pleasant surprise. You can't miss it — just think pink!

Pat Herring



Suzanne Little-Stefanik, left, and Mary Beth O'Neill.

**For Your Own
Protection
Develop SAFE
Habits That
AVOID
Accidents.**

